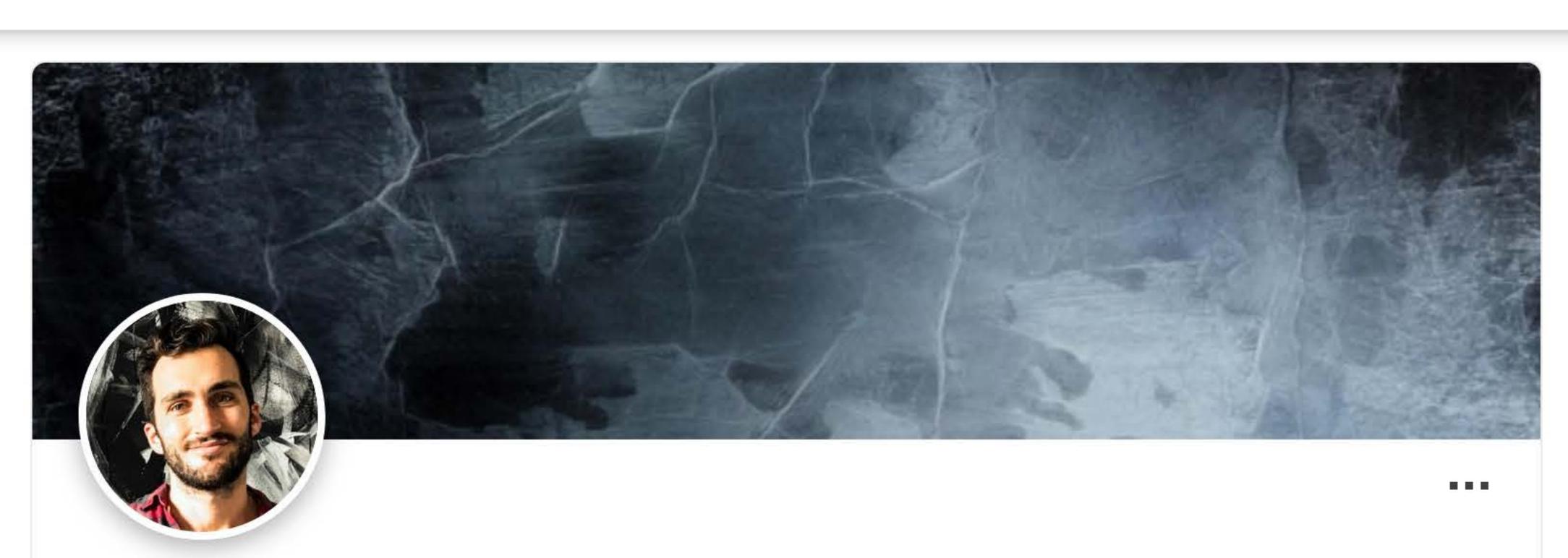
EXHIBIT M

Al Anthropic

UCSB UCSB



Brian Kustera

Recruiting at Anthropic Nashville Metropolitan Area



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About

** Hi there! If you're interested in an opportunity at Anthropic, please apply directly through our job site. Otherwise, feel free to reach out. TYSM! - BMK **

People and talent professional with 8+ years of experience scaling high-performing, diverse teams. Resilient and adaptable recruiter, skilled at leading hiring efforts during periods of rapid expansion and ambiguity. Leads with empathy, warmth, and authenticity. Deeply interested in the intersection of technology and positive social impact.

Experience



Recruiter

Anthropic

May 2023 - Present · 6 months

Nashville / San Francisco

Full-cycle recruiting at Anthropic, an AI safety and research company working to build reliable, interpretable, and steerable AI systems.



Senior Recruiter

Stripe

Sep 2020 - Nov 2022 · 2 years 3 months

Nashville, TN

Full-cycle recruiting for Stripe's technical divisions (i.e, engineering, product, data, design) with additional recruiting specialization and ownership of all embedded "Strategy and Operations" functions within six product areas, Stripe's Banking & Financial Products business unit.

Served as Stripe's "StratOps expert," developing a standardized approach to hiring along with training and resources for recruiters and hiring managers. Partnered with executive team to build the StratOps org...

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Senior Recruiter

monday.com

Apr 2020 - Sep 2020 · 6 months

New York, NY

Full-cycle recruiting for Sales and Strategic Partnerships roles in the US & Latin America. Scoped and owned recruiting projects to improve efficiency, alignment, and candidate experience.

Closed 5 top-priority roles that had been open and unfilled for 6-12 months, including North American Director of Channel, within 3 months of start date.

Developed new recruiting strategies, operations improvements, training and resources for global use - sourcing strategies, offer scripts...

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Recruiter | People Ops Manager

Button

Feb 2017 - Apr 2020 · 3 years 3 months

New York, NY

Full-cycle recruiting spanning all organizational divisions - GTM, Revenue, Product, Engineering, Data, and People. In tandem, built people programs and resources spanning the employee lifecycle: onboarding, engagement, workplace experience, L&D, and retention.

People & Talent Manager

Zipongo - Eating Well Made Simple

Feb 2016 - Feb 2017 · 1 year 1 month

San Francisco, CA

Generalist role with pillars of responsibility across recruiting, people operations, and workplace experience.

Human Resources Specialist

Fjord, Part of Accenture Song

Sep 2015 - Feb 2016 · 6 months

San Francisco, CA

Contract position in a generalist HR position, focused on people programs, onboarding, workplace experience, and recruiting coordination.

Editor & HR Associate

The Tasting Panel Magazine

Sep 2013 - Apr 2015 · 1 year 8 months

Los Angeles, CA

Performed administrative and people support tasks for a team of 10 employees, while completing editorial projects ad hoc.

Front Desk Agent

Marriott International

Nov 2012 - Sep 2013 · 11 months

Long Beach, California, United States

Provided high-quality, exceptional services and experiences to hotel guests from check in to check out.

Education

UCSB

Bachelor of Arts · Psychology 2008 - 2012

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